



Master Plastics (Proprietary) Limited

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

(the “Policy”)

1. Purpose:

Master Plastics (Pty) Limited, its subsidiaries and affiliates (collectively, “Master Plastics” or the “Company”) is committed to conducting business fairly & honestly and in accordance with our values and the Master Plastics Code of Conduct & Business Ethics.

Master Plastics strive to maintain a working environment, both internally and through our supply and customer base, that conducts its personnel practices to respect the human rights and freedom of all individuals. Master Plastics operates in accordance with all applicable laws and labour standards, both local and global, consistent with the Master Plastics Code of Business Ethics.

As part of a global economy, our organisation recognises that it has a responsibility to take a robust approach to Modern Slavery and Human Trafficking. Master Plastics is committed to compliance with laws and standards designed to eliminate Modern Slavery and Human Trafficking and expects all Employees to adopt this commitment. Master Plastics expects the same high standard of our supply chain and all business partners.

We prohibit all forms of Human Rights violations of any nature, which includes Modern Slavery and Human Trafficking.

This Policy provides guidance about conducting business ethically and in compliance with all ruling laws & labour regulations and standards consistent with the Master Plastics Code of Conduct & Business Ethics.

2. Definitions:

“Modern Slavery” means:

the status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised.

“Human Trafficking” means:

the recruitment, transportation, transfer, harbouring or receipt of persons by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purposes of exploitation.

3. Scope

This Policy applies to all Master Plastics locations and employees. We will strive to ensure that our suppliers and business partners also adhere to the ethical standards outlined in this Policy and according to the Master Plastics Supplier Code of Conduct.

4. Policy

Modern Slavery and Human Trafficking are unethical and illegal. Failure to address the risk of Modern Slavery and Human Trafficking could undermine our reputation and lead to investigations, fines and/or other penalties for the Company, Employees and/or other individuals.

Master Plastics is committed to conduct business in a manner that demonstrates respect for Human Rights and the dignity of all people. This policy is consistent with global principles on business and Human Rights, including Modern Slavery and Human Trafficking.

This Policy sets out Master Plastics approach to ensuring that we comply with all applicable laws and regulations to prevent Modern Slavery and Human Trafficking and appropriately manage the related risks. Specifically, Master Plastics operates under the following policies and procedures that describe its approach to the identification of Human Rights related risks, including Modern Slavery and Human Trafficking, and steps to be taken to prevent Modern Slavery and Human Trafficking in its operations and supply chain:

Specifically, Master Plastics operates under the following policies and procedures that describe its approach to the identification of modern slavery risks and steps to be taken to prevent Modern Slavery and Human Trafficking in its operations and supply chain:

- Human Rights. Master Plastics' policy on Human Rights is designed to combat violations, including Modern Day Slavery and Human Trafficking. The policy applies to all Master Plastics employees and may be used to hold our suppliers and business partners accountable. It highlights our respect for Human Rights and the dignity of all people. This includes the rights of freedom of choice and freedom from coerced or forced labour.
- Speaking Up. Master Plastics encourages all its employees, customers, and other business partners to report any concerns related to the direct activities of the organisation or in its supply chain. This includes any circumstances that may give rise to an enhanced risk of Modern Slavery or Human Trafficking. The organisation's whistleblowing procedure is designed to make it easy for employees, or any stakeholder, to say something if they see something, without any fear of retaliation. We use a software-based system to support our helpline and incident management program. This helps us identify the initial severity of the concern in order to escalate, if necessary, and address it in a timely manner. Any issues around Modern Slavery and Human Trafficking would be categorized as a "high risk" and the corresponding response would be met with equal attention. Employees, customers or other stakeholders who have concerns can use our 24/7 Helpline to report any concerns.
- Code of Business Ethics. Master Plastics' Code of Business Ethics makes clear to Employees the actions and behaviours expected of them when representing the organisation. In fact, it provides questions for someone to ask themselves in order to help their decision-making process, including: Is it illegal? How will you feel about the decision? How will others feel? How would you feel if the world knew about the decision? Does it make sense? Is it fair? Will management approve? These questions are meant to have people think before making a decision, and if they are unsure, to seek guidance from their immediate superior, manager or Human Resources, whom will escalate the matter if so required. The Code of Business Ethics

is the foundation for our organisation to maintain the highest standards of employee conduct and ethical behaviour and for managing its supply chain.

- **Supplier Code of Conduct:** Master Plastics is committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We reserve the right to audit or visit our supplier facilities and are willing to work with them to ensure they meet the standards of the Master Plastics Supplier Code of Conduct and provide their workers with appropriate working conditions. Serious violations of the Master Plastics Supplier Code of Conduct will lead to the termination of the business relationship.

To manage our Human Rights violation risk exposure and ensure compliance, we implement several controls and processes. These include:

- Conducting know your counterparty and due diligence procedures to determine the background and identity of counterparties with whom we engage.
- Requiring and encouraging our Employees and all other internal and external stakeholders to be alert to any unusual, inappropriate, or suspicious actions or practices which could expose Master Plastics to the risk of Human Rights violations – including Modern Slavery and Human Trafficking - and to immediately report such via the appropriate channels.
- We train and empower our Employees to ensure they can recognise and report any unusual, inappropriate, or suspicious actions or practices which could expose Master Plastics to the risk of Human Risk violations – including Modern Slavery and Human Trafficking, and to immediately report such via the appropriate channels.

5. Risk Management

We will evaluate Modern Slavery and Human Trafficking risks associated with our operations in our enterprise risk assessment program. We will also continue to monitor the political and legislative landscapes, so if any issues arise, we are prepared to identify and address them.

We will aspire to only engage with suppliers and business partners who are aligned to our policy and will join efforts to build a sustainable and responsible supply chain free of any Human Rights violations, including Modern Slavery and Human Trafficking.

As part of our risk mitigation strategy, we will provide training to our team members. The training will cover the identification of red flags associated with all Human Rights violations, including Modern Slavery and Human Trafficking, and the importance of speaking up if such a situation arises.

6. Speaking Up

We are each responsible for ensuring that we conduct our business in accordance with our values and the Master Plastics Code of Conduct & Business Ethics. We expect and encourage our Employees and all stakeholders to speak openly and raise concerns about possible breaches of the Code of Conduct & Business Ethics, this Policy, or any other policy of Master Plastics through any of the following communication channels available to internal and/or external parties:

- immediate Supervisor, Line, Department or Business Unit Manager;
- a Human Resources Representative;
- a Senior Manager;
- your designated Company contact (for external parties); or

- the independently managed Master Plastics Fraud & Ethics Hotline (available to both internal and external parties):
 - Free Call Telephone: 0800 204 432
 - Email: masterplastics@thehotline.co.za
 - Website: <https://www.thehotline.co.za/report> - use 0800 204 432 to report
 - Mobile application: Vuvuzela Hotline app - download from google play use 0800 204 432 to report
 - SMS: 30916
 - Post: PO Box 10512, Centurion, 0046
 - Fax: 0867 261 681

Master Plastics takes all concerns raised seriously and undertakes to handle them promptly through the appropriate channels.

7. Retaliation

Master Plastics has a zero tolerance for retaliation against anyone who speaks openly about conduct they believe is unethical, illegal, or not in accordance with the Master Plastics Code of Conduct & Business Ethics and policies, even if the concern isn't substantiated, if they have reported such matter in good faith.

8. Discipline

Failure to comply with any provision in this Policy, including the failure to report a violation or being unwilling to co-operate in an investigation or not acting in good faith, is seen as a serious violation and breach of this Policy, which may result in disciplinary action, up to and including termination, or the termination of a business relationship, as well as possible civil or criminal charges.